

Comparisons of Job Characteristics

Focus Occupation: Industrial-Organizational Psychologists (19-3032)

Associated Occupation: Training and Development Specialists (13-1073)

[Compare Knowledge](#)

[Compare Skills](#)

[Compare Abilities](#)

[Compare Detailed Work Activities](#)

[Compare Tools and Technologies](#)

<<	Focus occupation element is much lower
<	Focus occupation element is lower
0	Focus occupation element is at a similar level
>	Focus occupation element is at a higher level
>>	Focus occupation element is at a much higher level

Knowledge

Similarity of Focus Occupation to Associated Occupation: 82

Focus Occupation: Industrial-Organizational Psychologists (19-3032)
Associated Occupation: Training and Development Specialists (13-1073)

Associated Occupation's Key Knowledge Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation
Education and Training	9.2	23.5	19.6	<< Extensive education and/or training may be required
English Language	11.2	18.4	18.4	0 Current knowledge level may be sufficient
Customer and Personal Service	11.3	18.0	13.4	<< Extensive education and/or training may be required
Administration and Management	8.4	14.4	11.6	< Expanded education and/or training may be required
Clerical	7.3	13.5	12.1	< Expanded education and/or training may be required
Personnel and Human Resources	5.6	12.8	23.1	>> Current knowledge level is likely more than sufficient
Psychology	6.4	12.5	21.5	>> Current knowledge level is likely more than sufficient
Communications and Media	5.3	11.7	10.5	< Expanded education and/or training may be required
Sociology and Anthropology	4.1	11.5	12.9	> Current knowledge level is likely sufficient
Sales and Marketing	5.2	10.6	8.4	< Expanded education and/or training may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Skills

Similarity of Focus Occupation to Associated Occupation: 80

Focus Occupation: Industrial-Organizational Psychologists (19-3032)
Associated Occupation: Training and Development Specialists (13-1073)

Associated Occupation's Key Skills Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation
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Learning Strategies	7.2	15.2	11.8	<<	Extensive development of skills in this area may be required
Instructing	7.8	14.3	9.4	<<	Extensive development of skills in this area may be required
Monitoring	9.9	13.2	13.0	0	Current skill level may be sufficient
Social Perceptiveness	9.1	12.2	13.6	>	Skill level is likely sufficient
Coordination	9.1	12.0	11.5	0	Current skill level may be sufficient
Operations Analysis	5.0	11.6	9.4	<	A higher skill level may be required
Service Orientation	7.9	11.2	8.6	<<	Extensive development of skills in this area may be required
Systems Evaluation	6.4	10.1	13.3	>>	Skill level is likely more than sufficient

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Abilities		Similarity of Focus Occupation to Associated Occupation: 95			
Focus Occupation: Industrial-Organizational Psychologists (19-3032) Associated Occupation: Training and Development Specialists (13-1073)					
Associated Occupation's Key Abilities Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation	
Oral Expression	12.4	16.0	15.7	0	Current ability level may be sufficient
Speech Clarity	10.2	15.0	13.0	<	Some improvement in abilities may be required
Oral Comprehension	12.5	14.6	15.4	0	Current ability level may be sufficient
Written Expression	9.8	14.3	15.4	0	Current ability level may be sufficient
Written Comprehension	11.0	13.7	15.4	>	Current ability level is likely sufficient
Originality	7.6	11.8	11.9	0	Current ability level may be sufficient
Fluency of Ideas	7.6	10.1	11.9	>	Current ability level is likely sufficient
Memorization	5.6	8.1	6.8	<	Some improvement in abilities may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Activities that Both Occupations Have in Common		Similarity of Focus Occupation to Associated Occupation: 89
Focus Occupation: Industrial-Organizational Psychologists (19-3032) Associated Occupation: Training and Development Specialists (13-1073)		
Work Activities	Exclusivity of Activity	
Assess staff or applicant skill levels	84	
Confer with managers, instructors, or customer representatives	99	
Convert information into instructional program	38	
Develop course or training objectives	42	
Develop instructional materials	38	

Develop training programs	85
Evaluate performance of employees or contract personnel	54
Evaluate training materials	92
Identify training needs	87
Make presentations	13
Organize training procedure manuals	99
Use interpersonal communication techniques	10
Use interviewing procedures	23
Use oral or written communication techniques	1
Use public speaking techniques	13
Write employee orientation or training materials	80

Not all positions in these occupations will necessarily perform all of the listed activities. The exclusivity rating is an indication of how unique the activity is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations engage in that activity.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Tools and Technologies that Both Occupations Have in Common

Similarity of Focus
Occupation to Associated
Occupation: 93

Focus Occupation: Industrial-Organizational Psychologists (19-3032)
Associated Occupation: Training and Development Specialists (13-1073)

Tools and Technologies	Exclusivity
Business function specific software	1
Computers	1
Content authoring and editing software	1
Content management software	6
Data management and query software	1
Development software	4
Finance accounting and enterprise resource planning ERP software	2
Information exchange software	1
Network applications software	1
Projectors and supplies	13

Not all positions in these occupations will necessarily use all of the listed tools and technologies. The exclusivity rating is an indication of how unique the tool or technology is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations use that tool or technology.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.